



Coordination of collective bargaining on the transnational level

The Railway Sector



Chair Railway section of International Transportworkers Federation

Member ETF-CER negotiating group

Coordinator for Railway Unions within Nordic Transportworkers Federation

Chair Norwegian Locomotive drivers union



Why ?

- **Avoid competition between railwayworkers based on social dumping**
- *To develop mutual contact and understanding between the unions in the railway sector*
- *Exchange of information vital for the development of union strategies*
- *Mutual support in different kind of conflicts*



Possible subsectors within the railway systems exposed to international competition

- Workshops
- Infrastructure
- Booking systems, call centers'
- Marshalling yards
- Onboard staff



Onboard staff

Catering personell

Conductors

Locomotive drivers



The challenges

- Political recognition and understanding within the unions
- Mutual trust
- Union strenght
- Different traditions
- Different social- and bargaining systems
- Different living standards



A selection of tools

50 – 50 agreements:

Clause in the national collective agreement that the amount of working hours abroad should be divided equally between the mobile personell in the countries concerned.

This system is applicabel when companies on both sides of the border are cooperating on crossborder driving

The national collective agreement applies as minimum standard also to personell in companies from other countries

Clauses in the collective agreement in the company from the other country stating this.

Minimum standards agreed by unions in both countries

The minimum standards are implemented through the collective agreements in both countries.

Limitations on rests away from home when going abroad

As set by agreement ETF-CER



Two strategies for coordinating collective bargaining across borders

1. Common bargaining

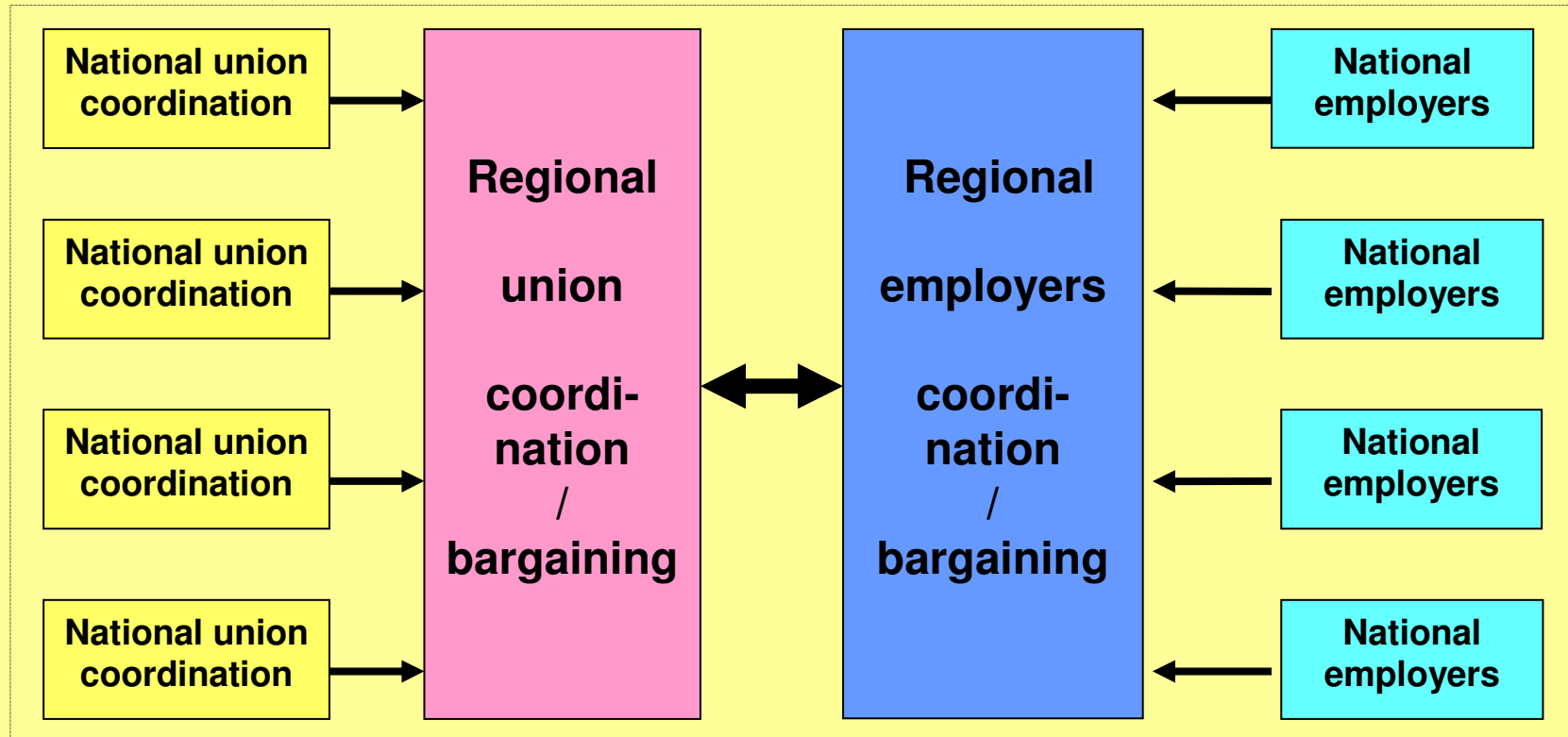
Bargaining with international union delegations against international employers delegations

2. National bargaining based on common agreements between unions of different countries.

Possible participation in each others national bargaining to show strenght.



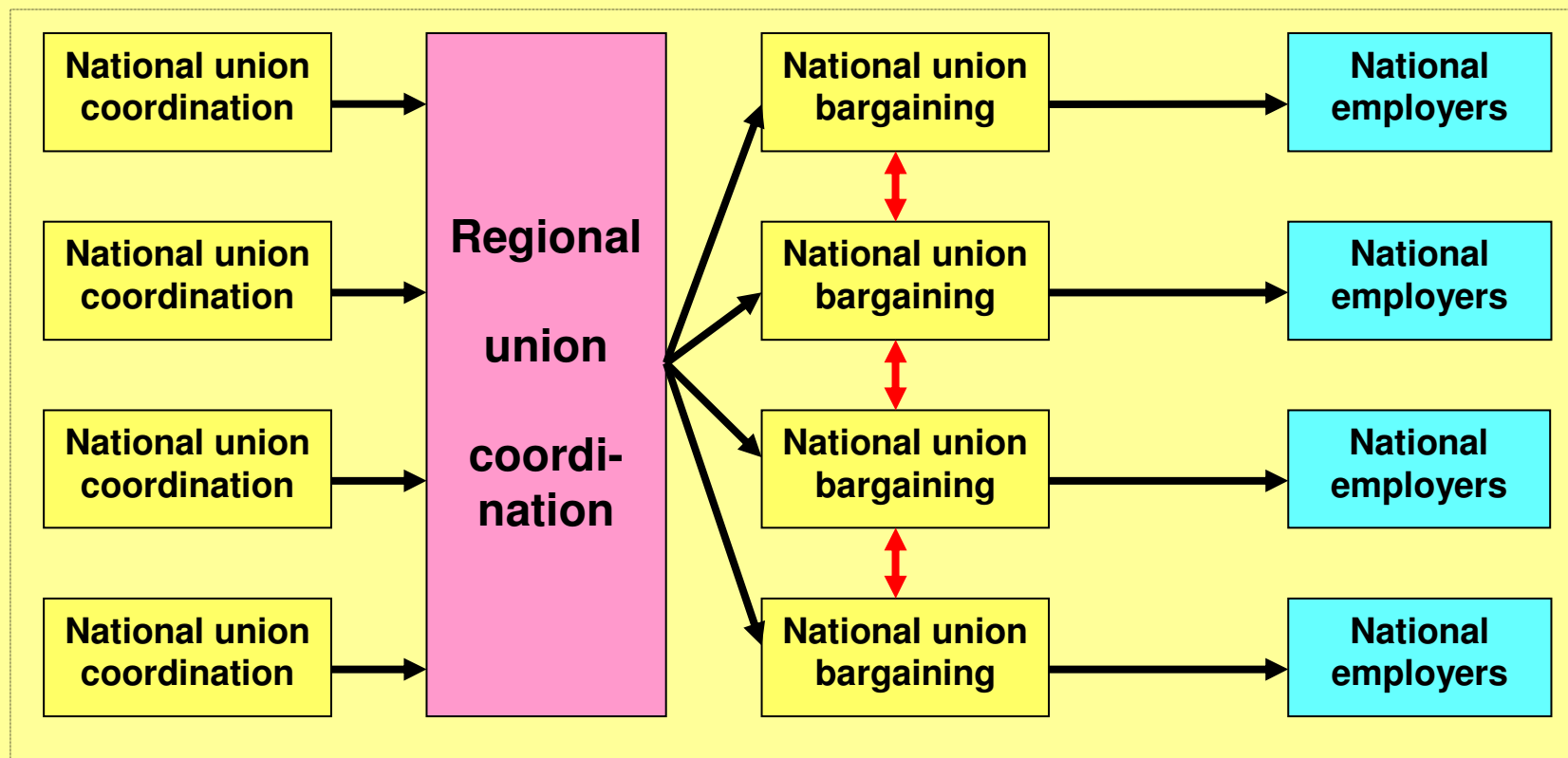
Bargaining coordination model 1



1. The national unions and employers decides their respective positions
2. The national positions are coordinated on each side and regional positions formed
3. Bargaining between regional parties



Bargaining coordination model 2



1. The national unions decide their common national positions
2. The common national positions are coordinated and a common regional position is formed
3. The national unions bargain with the national employers on the basis of the regional position
4. The national unions support each other across the borders whenever there are difficulties



Adopted agreements for locomotive drivers within the Nordic Transportworkers Federation

- 50/50 agreement
- Common working time standards for crossborder operations
- Education and certification of train crews and others with safety tasks
- Legal and personal assistance in a foreign country
- Common standards regarding working environment onboard rolling stock
- Cooperation within multinational companies performing crossborder services (f.ex regarding shift plans).
- Cooperation and coordination towards international companies in tendering processes

These agreements are to be transposed into the national collective agreements or national regulations at the first opportunity



The Danish 50/50 agreement

“When a Danish railway company cooperates with companies from other countries on the driving operations, the crossborder driving shall be divided so that the number of hours worked in each country is equally shared between the employees in each country.”



The Norwegian 50/50 agreement

“As far as the company has the influence and authority to decide how to divide crossborder”driving of trains between drivers employed in different countries, this service will be divided so that locomotive drivers employed by the company in Norway in total will have about the same hours of working time in the other country as locomotive drivers employed in that country have in Norway.”.



Networks – the framework of international cooperation

- Geographical networks
 - Binational
 - Regional
 - Corridors

Company Networks



Nordic locomotive drivers conference 1899





- Nordic Transportworkers Federation
Railway section

Finland:

Finnish Railwayworkers union	1906
Finnish Locomotivedrivers union	1898

Denmark:

Danish Railwayworkers union	1899
Union of Commercial and Clerical Employees	
Danish Metalworkers union	

Norway:

Norwegian Railwayworkers union	1892
Norwegian Locomotivedrivers union	1893

Sweden:

SEKO (general transportworkers union)	
ST (general sivil servants union)	

These unions organize about 80 % of the workforce in the railway sector and all unions are members of ETF and ITF.



Conditions for successful international cooperation between the unions

- Political understanding in the leadership and the ranks of the unions of the necessity for this kind of cooperation
- Common opinion on the questions in line and will to compromise with other unions
- Political will to establish binding agreements
- Representative centralized union structures who can bind the local unions
- Allocation of resources
- A strong will to use formal and informal power to gain results.